



## I. *Public Safety defined:*

All East Grand Rapids Public Safety Officers are fully cross-trained as police officers, firefighters and medical first responders.

## II. *Administrative types of public safety service consolidation are:*

- **Nominal**: No integration of police and fire services. However, the executive functions are consolidated under a single Director of Public Safety;
- **Partial**: Limited integration of police and fire services, cross-trained public safety officers work alongside separate functional personnel with some or full consolidation within the administrative ranks; and
- **Full**: Complete consolidation of police and fire services with fully cross-trained public safety officers operating under a totally integrated administrative command staff. (The East Grand Rapids Department of Public Safety has a total of 29 public safety officers of various ranks.)

## III. *Benefits of public safety service consolidation are:*

- Faster more efficient police, fire, and medical service;
- A reduction in the need for total line staff will occur. Staffing levels for police and fire service will increase due to all personnel being cross-trained. Fewer officers are required to provide public safety services because integration makes for full productive use of on-duty time instead of permitting it to be consumed by standby duty. *Note*: Prior to consolidation, East Grand Rapids had a total of 40 sworn police officers and firefighters. The reduction of 11 police officers and firefighters represents a **27.5%** decrease in sworn personnel;
- A decrease in duplication of administrative (i.e., support, records, training, communication, etc.) functions will occur leading to a reduction of non-sworn and sworn personnel assigned to these work areas. Currently, the East Grand Rapids Department of Public Safety has only two permanent public safety clerks;
- Lessened physical infrastructure needs. The East Grand Rapids Department of Public Safety operates out of one facility;

- After the initial transition expenses are met, integration is an avenue to continuing economy. The normal experience of integrated cities is a smaller public safety budget with reduced total public safety service costs. For example, the East Grand Rapids Department of Public Safety is 41.8% of the General Fund budget;
- A way to offset resulting manpower losses due to layoffs and or personnel reductions;
- Morale has proven to be higher in public safety organizations due to a more diverse and challenging work environment;
- Cross-trained officers can immediately assess an incident for essential services and prevent the unnecessary dispatch of equipment and personnel that is expensive and creates unnecessary risks for officers and the public;
- Improved prevention programs. Placing more personnel in patrol and inspection duties is cited by many cities as an important advantage. Public safety officers are in the logical position to perform community policing, fire and crime prevention duties. Both in residential and business communities, the public safety officer can promote public understanding and potentially eliminate hazards before they give rise to incidents;
- Public safety departments provide a strong foundation in which off-duty officers, volunteers, and part-paid firefighters can be more effectively utilized; and
- Public safety consolidation promotes a greatly enhanced unified command structure at critical incidents. Since all officers are trained to perform all police, fire, and medical duties under one incident commander, personnel can be more efficiently and effectively utilized. Problems with who is in charge of what are greatly lessened when compared to traditional police and fire departments. Communication issues are significantly reduced.